

Poteet Independent School District
2024-2025
Salary Scales

Board Approved 6/17/2024

*Note: Salary and Stipend Schedules are determined on an annual basis.
Pay increases are determined by the annual budget and approved by the Board of Trustees*

Poteet ISD
2024-2025 Salary Schedule
Teachers and Librarians

Years of Experience	Total Salary
0	\$50,000
1	\$50,750
2	\$51,500
3	\$52,250
4	\$53,000
5	\$53,750
6	\$54,750
7	\$55,750
8	\$56,750
9	\$57,750
10	\$58,750
11	\$59,750
12	\$60,750
13	\$61,750
14	\$62,750
15	\$63,750
16	\$64,250
17	\$64,750
18	\$65,250
19	\$65,750
20	\$66,250
21	\$66,750
22	\$67,250
23	\$67,750
24	\$68,250
25	\$68,750
26	\$69,250
27	\$69,750
28	\$70,250
29	\$70,750
30+	\$71,250

*The salaries listed above are based on
10-month / 187 day employment
for the 2024-2025 school year.*

Board Approved 1/22/2024

Poteet ISD
2024-2025 Auxiliary Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
801	\$10	\$15	\$20	Custodian, Food Service, Bus Monitor, Maintenance
802	\$15	\$20	\$25	Food Service Manager, Custodial Facilitator
803	\$20	\$30	\$40	Licensed Staff, Bus Drivers

Poteet ISD
2024-2025 Clerical / Technical Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
901	\$12	\$18	\$24	Aides - Classroom, Special Education, Computer Lab, Library, ISS, Nurse
902	\$13	\$20	\$27	Office Staff
903	\$18	\$26	\$34	Licensed Vocational Nurse, Technology Technician

Poteet ISD
2024-2025 Administrative / Professional Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
101	\$188	\$235	\$282	Superintendent Secretary, Webmaster, Accounting Supervisor, Network Administrator, Parent Liaison
102	\$235	\$317	\$399	Counselors, Student Success Advisor, Auxiliary Directors, Police Officers, Safety & Security Coordinator
103	\$276	\$363	\$450	Assistant Principals, Instructional Specialist, Campus Program Coordinators, Athletic Trainer
104	\$300	\$400	\$500	Registered Nurse, Athletic Director, Director of Student Services, Technology Director, Campus Program Director, Director of Counseling & Mental Health Services
105	\$324	\$437	\$550	Principals, Executive Director, Assistant Superintendent

**Atascosa McMullen Cooperative
2024-2025 Pay Scale**

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
0	\$218	\$265	\$320	LSSP Practicum Student (Full Tme Employee)
1	\$250	\$307	\$368	Special Education Counselors, LSSP Trainee
2	\$290	\$333	\$400	LSSP, Speech Language Pathologist, Social Worker, VI Teacher, AI Teacher, O&M Specialist, Licensed Professional Counselor
3	\$312	\$360	\$420	Occupational Therapist, Physical Therapist
4	\$327	\$396	\$460	Director
	2024-2025 Teacher Pay Scale			LSSP Intern, Speech Language Pathology Asstistant, ARD Facilitators, Educational Diagnosticians, Transition Coordinator

Bilingual Stipend	\$4,000
Supervisor for LSSP, OT, PT, & SLP	\$4,000
Educational Diagnostician	\$3,000
ARD Facilitator	\$2,000
Speech Language Pathology Assistant	\$2,000
Transition Coordinator	\$3,000

Board Approved 3/27/2024

**POTEET INDEPENDENT SCHOOL DISTRICT
2024-2025 EXTRA DUTY / SUPPLEMENTAL PAY SCALE**

ASSIGNMENT	2024-25 ANNUAL STIPEND (Unless Noted Otherwise)	Funding Sources	2023-24 STIPENDS
Master's Degree (Teachers and Librarians)*	\$1,000	Various	\$1,000
Band Director	\$6,000	199	\$6,000
Assistant Band Director	\$3,250	199	\$3,250
Head Dance Team	\$6,000 (Hourly Rate Para)**	199	\$6,000 (Hourly Rate Para)
Head Cheerleader	\$6,000	199	\$6,000
Junior High Cheerleader	\$2,000 (Hourly Rate - Para)**	199	\$2,000 (Hourly Rate - Para)
Yearbook (High School)	\$1,800	199	\$1,800
Interact / NHS (High School)	\$500	199	\$0
Ag Science	\$3,000	199	\$3,000
Cosmetology	\$3,000	199	\$0
Auto Tech	\$3,000	199	\$0
Health Science	\$3,000	199	\$0
Teacher Mentor	\$500	Various	\$300
Translation	\$1,000	255	\$1,000
GT Campus Coordinator Stipend	\$3,000	199	\$2,000
Dyslexia Teacher Stipend (Endorsed)	\$3,000	199	\$3,000
UIL Academic Coach - 1 Event	\$500	199	\$500
UIL Academic Coach - 2 Events	\$700	199	\$700
UIL Academic Coach - 3 Events or more	\$900	199	\$900
UIL Academic Campus Coordinator	\$1,500	199	\$1,500
Integrated Pest Management Coordinator	\$700	199	\$700
Dual Language Certified Teacher	\$4,000	199/255	\$4,000
Intermediate School Science	\$2,500	199/255	\$3,000
Intermediate School Math	\$4,000	199/255	\$4,000
Intermediate School English	\$4,000	199/255	\$2,500
Intermediate School Social Studies	\$2,500	199/255	\$2,500
Junior High School Science	\$2,500	199/255	\$3,000
Junior High School Math	\$4,000	199/255	\$4,000
Junior High School English	\$4,000	199/255	\$2,500
Junior High School Social Studies	\$2,500	199/255	\$2,500
High School Science	\$4,000	199/255	\$4,000
High School Math	\$6,000	199/255	\$6,000
High School English	\$4,000	199/255	\$4,000
High School Social Studies	\$4,000	199/255	\$4,000
Life Skills / Behavior Unit Teacher	\$4,000	199	\$4,000
Special Education Teacher	\$3,000	199	\$3,000
Grade Level Chair	\$500	199	\$500
Department Chair (JH / HS Only)	\$500	199	\$500
Class Sponsor (HS Only)	\$500	199	\$0
CDL License (Non Regular Bus Driver)***	\$1,000	199	\$1,000
Bus Driver Retention Stipend***	\$3,000	199	\$3,000
After Hours Security Stipend	\$11,000	199	\$5,000
Homebound Teaching	\$25.00 per hour	199	\$25.00 per hour
Tutoring - Certified Teacher (Non Contract)****	\$20.00 per hour	Various	\$20.00 per hour
Tutoring - Non Certified (Non Contract)****	\$10.00 per hour	Various	\$10.00 per hour
Summer School - Administrator****	\$3,000	Various	\$3,000.00
Summer School - Certified Teacher****	\$30.00 per hour	Various	\$30.00 per hour
Summer School - Non Certified****	\$15.00 per hour	Various	\$15.00 per hour
Summer EOC / STAAR Testing Stipend****	\$500.00	Various	\$500.00
Substitute - Teacher	\$100.00 per day. 21st day of same assignment \$267.38 per day.		
Substitute - Custodial, Food Service, Bus Aide	\$10.00 per hour	199	\$10.00 per hour
Substitute - Bus Driver, Nurse, Technology	\$15.00 per hour	199	\$15.00 per hour
Field Trips - Bus drivers only	Hourly Rate	199	Hourly Rate
Athletic Game Helpers*****	\$15 per hour	199	\$10 per hour
Crosswalk	\$10 per shift	199	\$10 per shift

* Effective May 17, 2021, Master's Degree Stipends shall only be awarded to teachers and librarians who are employed in the content area of their master's degree.

**Stipend hourly rate for paraprofessional staff is \$10.00 per hour.

***Shall be awarded June of each year and requires participation as determined by Assistant Superintendent of Business and Administration.

****Tutoring and Summer School Rates may vary depending on available funding.

*****Time not to exceed 3 hours without business office approval

Board Approved 6/17/2024

**POTEET INDEPENDENT SCHOOL DISTRICT
2024-2025 ATHLETIC COACHING STIPENDS**

ASSIGNMENT	2024-25 STIPENDS	#
Girls Athletic Coordinator	\$6,000	1
JH Athletic Coordinator	\$3,500	1
Recruiting Coordinator	\$3,500	1
Offensive Coordinator	\$7,000	1
Defensive Coordinator	\$7,000	1
Assistant Football	\$4,500	10
Head Volleyball	\$8,000	1
Assistant Volleyball	\$4,500	2
Jr High Volleyball	\$2,500	2
Head Cross Country	\$6,500	1
Assistant Cross Country	\$4,500	1
Head Boys Basketball	\$6,000	1
Assistant Boys Basketball	\$2,500	4
Head Girls Basketball	\$6,000	1
Assistant Girls Basketball	\$2,500	4
Head Soccer	\$4,500	2
Assistant Soccer	\$2,500	1
Head Powerlifting	\$4,500	1
Assistant Powerlifting	\$2,500	1
Head Track	\$4,500	2
Assistant Track	\$2,500	6
Head Tennis	\$4,500	2
Head Baseball	\$6,000	1
Assistant Baseball	\$2,500	3
Head Softball	\$6,000	1
Assistant Softball	\$2,500	3
Head Golf	\$4,500	1

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